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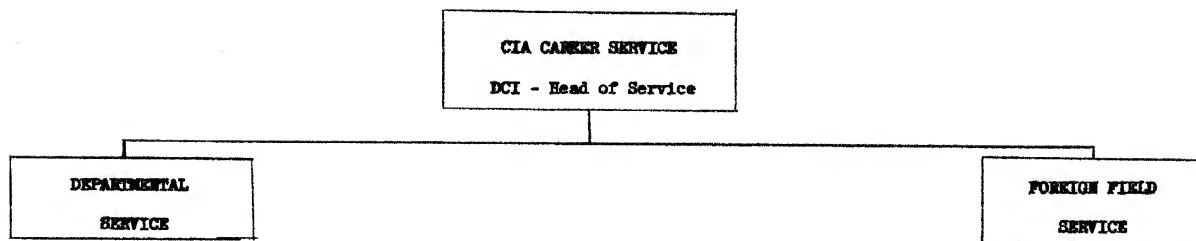
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GOALS FOR A CIA CAREER SERVICE

1. A handbook or other regulatory issuance should be published on the subject of the Career Service, including the purpose, membership, employee obligations, and a summary of existing and proposed advantages of membership.
2. The clear distinction between the two main categories of CIA personnel (those with overseas duty obligations and those without such obligations) should be recognized in both the nomenclature applied to each category and in the obligations of service and benefits accorded. We have suggested as tentative nomenclature - the Departmental Service and the Foreign Field Service.
3. The Departmental Service would include the Agency personnel who are employed under conditions of service which do not differ markedly from those in other government agencies. Such personnel could reasonably be expected to adhere to the same personnel policies, practices and benefits which apply to other government employees in general - in brief, those of the U. S. Civil Service Commission.
4. The Foreign Field Service, in recognition of its special conditions of service and special obligations, would have its own titles, pay structure and special benefits. Its concept would be somewhere between that of the military services and of the U. S. Foreign Service. In return for special obligations on the part of the Foreign Field personnel, benefits along the following lines could be offered:
 - a. A modest additional pay scale for each grade and pay step. The extra pay should not be so large as to be a goal in itself for membership, but should be sufficient to become a tangible benefit for assuming career obligations in the foreign field.
 - b. Early retirement after 20 years, regardless of age, for those few Agency employees who serve virtually all (75% to 80%) of these 20 years overseas.
 - c. Modest credit for overseas service towards earlier optional retirement of personnel who do not qualify under b above. One possibility would be to count each overseas year as eighteen months of service towards retirement. Age 55 may be set as the minimum retirement age without reduced annuity in recognition of the administration's reported opposition to early retirement regardless of age.
 - d. Some assurance of retention rights should be given provided performance and conduct of the career employee continue to be satisfactory.
5. An Agency task force should be established to consider the above as a possible starting point towards which a CIA Career Service could evolve.

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**A PROPOSED FORMAT FOR THE
CIA CAREER SERVICE**

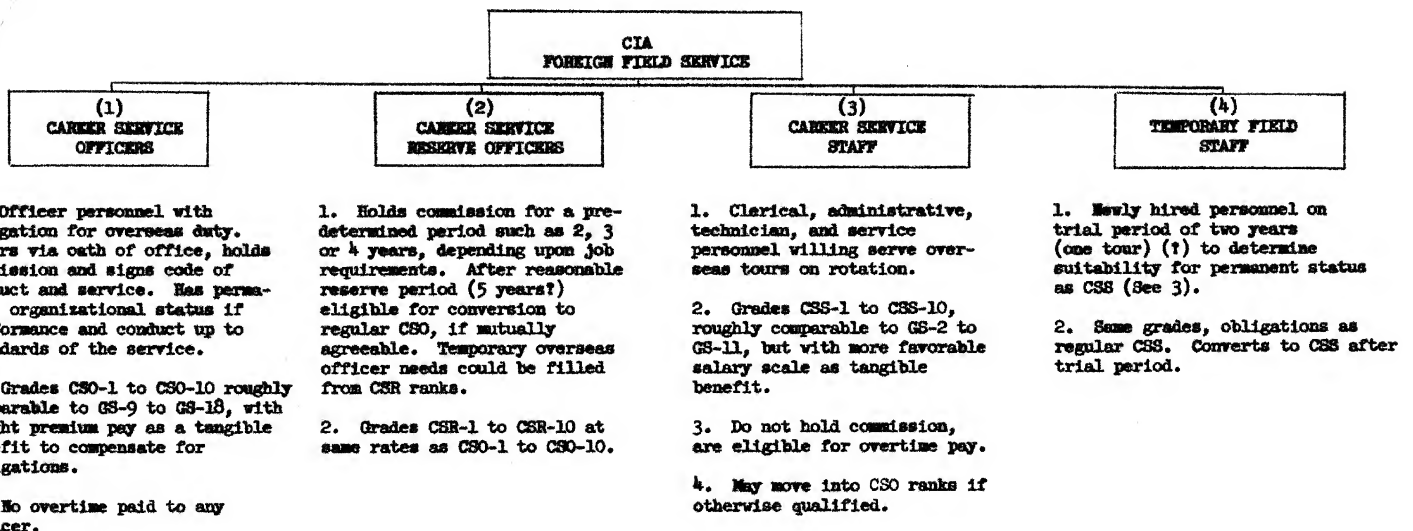


Consists of temporary and permanent employees assigned to those elements of CIA having no requirements for foreign field tours of duty. Examples would be Headquarters clerical and secretarial personnel, a large portion of DD/I personnel, some DD/S personnel and even a few DD/P personnel. In time would acquire Civil Service status and continue in GS wage scale with regular Civil Service retirement benefits for permanent employees.

Consists of temporary and permanent employees assigned to those elements of CIA with obligations for overseas tours of duty. Would include clerical and secretarial personnel who have served and are willing to again serve overseas, virtually all DD/P personnel, some DD/S elements such as OC, OL and OS, and even a few DD/I personnel. FFS personnel would have separate pay structure, special retirement benefits, and special obligations to fulfill. (See attached)

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